



Forum Addresses Cultural Improvement Activities

On January 22, Center Director Dr. Woodrow Whitlow Jr., members of senior management and the Employee Feedback Group chairs led an All Hands Cultural Improvement Forum to update employees on activities underway that would help build a stronger, healthier work environment.

Associate Director Bill Wessel, Glenn's Cultural Steering Committee chairman, opened the forum with an overview of center processes and activities adopted to address issues relating to cultural shortcomings that were identified in the 2007 Glenn Cultural Survey. Center Director Whitlow followed Wessel with some specifics on the work his leadership

team is doing to address survey findings, including partaking in the 4-D assessment process and attending Lean Six Sigma training.

As part of the process toward cultural change, directorate heads provide quarterly status reports to the Culture Steering Committee on the processes, key issues, barriers, actions and milestones in their plans. Olga Gonzalez-Sanabria, director of the Engineering Directorate, reported



C-2009-216

Photos by Marvin Smith

Left to right: Wessel, Sivic, Gonzalez-Sanabria and Flash (Woodling not pictured) answer questions during the Cultural Improvement Forum. Inset photo: Dr. Whitlow pledges his commitment to cultural change.

C-2009-207

Glenn Leaders Receive Presidential Rank

Four NASA Glenn senior leaders have received the prestigious Presidential Rank Awards for 2008.

Each year, the president honors a small group of senior executives and senior career employees who have achieved results and consistently demonstrated a commitment to excellence in public service.

Award winners are chosen after a rigorous selection process. To qualify, individuals must be nominated by their agency heads, evaluated by boards comprised of private citizens and approved by the president. The evaluation criteria focuses on leadership and results.

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Dr. Whitlow



Aguilar



Dr. Seng



Dr. Povinelli

her team established a comprehensive and systematic engineering model
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PLUS...Upcoming Events, Retirements, Obituaries and more

Headquarters Review Affirms Value of Glenn's OEOP

The Office of Equal Opportunity Programs (OEOP) works to ensure that every member of the NASA Glenn community receives fair and equal treatment in the work environment. I'm proud to report NASA Headquarters recently affirmed that Glenn's OEOP is effectively managing our program and resources to meet our customers' needs.

As the pilot center for the agency's first annual Equal Opportunity (EO) Functional Review, Glenn's OEOP provided information on our programs; results from an employee survey; and interviews

with our EO staff, counselors, advisory group members, Deputy Director, Chief Counsel and Chief of the Human Capital Management Office. Review personnel also toured Glenn facilities to assess accessibility.

Some of the areas the Office of Diversity & Equal Opportunity at Headquarters noted in the report as positive and effective include:

- Accessibility of EO Officer to Center Director and senior management;
- Strong, visible EO Advisory Groups;
- Support of EO newsletter demonstrates leadership support;
- Accountability of contractors commitment to diversity through Contractor Compliance Program reviews;



Robert Romero
OEOP Manager

- Development of EO Management Action Plans (MAP) is impressive, promoting buy-in by management;
- Easy to navigate EO Web site.

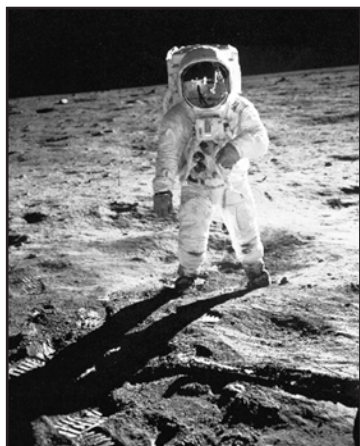
The review also noted a few areas within OEOP that could be developed and/or advertised so that our employees can utilize them. I'm pleased to say the OEOP is already taking action to address some of these recommendations. For example, the review recommended determining ways to increase employee participation in our valuable Alternate Dispute Resolution (ADR) Program. Another suggestion focused on better ensuring that employees are familiar with the procedures for providing reasonable accommodations for individuals with disabilities, and to understand the accommodation process.

Glenn's OEOP operates under the philosophy that mutual respect and equal opportunity are the cornerstones of a productive and pleasant work environment. The results of this first EO Functional Review show that we are helping NASA set the standard of excellence!

Wanted:

Apollo 11 Memories

The *AeroSpace Frontiers* newsletter will be recognizing the 40th anniversary of the Apollo 11 mission, the first moon landing, this year. We're looking for Lewis-Glenn employees and retirees who would like to share their experiences/contributions to the mission. If you would like to participate, please contact Doreen Zudell, editor, at 216-433-5317, Doreen.B.Zudell@nasa.gov.



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NASA Archive

Apollo 11 extravehicular activity.

Center Works to Build Stronger, Healthier Work Environment

Continued from page 1

that would serve as a basis for understanding the roles and responsibilities within her Directorate, as well as a foundation for cultural change.

Larry Sivic, deputy director for the Office of the Chief Financial Officer (CFO), explained how reorganizing the directorate and developing new workflow processes made it possible for them to offer their customers "one-stop shopping" for business transactions.

The Employee Feedback Group co-chairs, Lindsey Flash and Mark Woodling, took turns sharing team findings and the process employed to develop Glenn's Culture Improvement Recommended Actions for Implementation.

With the conclusion of the forum, Whitlow emphasized the value of the cultural improvement process and pledged his and senior management's commitment to sharing results. "I take this activity very seriously," he said. "Improvement is not a project or program—they have start and end date. It's a process. As we continue to implement more things, employees will get more updates as to how and what we're doing. Our goal is to make the Glenn workplace a model of mutual trust, respect, honesty and productivity, and one where we can do our best to contribute to the NASA mission."

Employees can view all presentations as well as future quarterly updates on the Glenn Intranet by visiting <http://www.grc.nasa.gov/WWW/director>.

—BY S. JENISE VERIS

Aguilar Championed People and Programs

Kenny Aguilar, who managed human, financial and information services at NASA for nearly 30 years, retired on Jan. 3. As Director of Center Operations, Aguilar oversaw the areas of human resources, training and development, procurement, security, technical services and logistics for NASA Glenn.

An Ohio native, Aguilar began his NASA career at Glenn (Lewis) in 1979. He served as Deputy Personnel Director and as the Director of Equal Opportunity Programs. In 1993, he transferred to NASA Kennedy Space Center, where he served as Personnel Director and Director of Equal Opportunity Programs. He joined the staff at NASA Headquarters in 2003 to take on the role of the Deputy Assistant Administrator for Diversity and Equal Opportunity. He returned to Glenn in 2005.

"It has been my honor to be associated with NASA and with so many outstanding people during my wonderful career," Aguilar said. "This past year has been very special and allowed me the opportunity to work with great Glenn leaders. I am especially thankful to Dr. Julian Earls for his continued friendship and to Dr. Woodrow Whitlow for his leadership of the center and his personal and professional support to me."

Under Aguilar's leadership, the Center Operations Directorate provided valuable services to the center and agency for mission program goals. Aguilar's ability to build coalitions and strengthen communications was not reserved to his role within the directorate. Throughout his career, he has championed many activities relating to professional development and community outreach. Some of the more recent areas of significance to him include the NASA 50th Anniversary celebrations, Glenn ACES mentoring program, Glenn Toastmasters, Glenn Developing Professionals Club and the Combined Federal Campaign.

While Aguilar has earned respect for his efficient and innovative approach to federal service, he is also known for his compassion and integrity.



Professional and Personable: top right, Aguilar greets Ohio Governor George Voinovich in 2006; above, he poses (center) with hula hoop contest winners during the Employee and Retiree Picnic last summer.

"Ken Aguilar is the consummate gentleman," said Deputy Center Director Ray Lugo. "I know his graceful demeanor will be missed by the Glenn Senior Staff."

Aguilar has received many awards throughout his career, some of which include NASA Exceptional Service Medals, the Ohio Governor's Award of Merit,



C-2006-775

Photo by Marvin Smith

the Community Service from National IMAGE of Northeast Ohio and recognition from the Cleveland Federal Executive Board. He is the recipient of two Kennedy Space Center honors including the Silver Dollar Award for Continual Improvement and the Center Director's Award. He recently received the 2008 Presidential Rank Award, which is the highest award given in the federal workforce.

"I do not like to say goodbye," Aguilar said, "so until we see each other again, my wife, Pam, and I wish you all continued success, great health and happiness."

—BY DOREEN B. ZUDELL

Leaders Earn Presidential Rank

Continued from page 1

The Presidential Rank Award winners are:

Woodrow Whitlow Jr., center director. He was named to the rank of Distinguished Executive for redirecting and refocusing Glenn and its products to provide more benefits to its customers and the American people. Whitlow restructured the center to be responsive to its space systems customers and provide more efficient management and implementation of aeronautics research programs.

Kenny E. Aguilar, director of Center Operations (retired 12/08). He was named to the rank of Meritorious Executive for creating and implementing Glenn's new Space Mission Excellence Program, which focuses on developing systems engineering expertise necessary to support the center's contribution to NASA's space exploration efforts.

Gary T. Seng, chief of the Structures and Materials Division. He was named to the rank of Meritorious Executive for creating, planning and implementing several core programs and projects that developed aeronautics technologies with the potential to reduce emissions and improve safety.

Louis A. Povinelli, project scientist for the Supersonics Project of NASA's Fundamental Aeronautics Program. He was named to the rank of Meritorious Senior Professional for helping to advance rocket and turbine engine technology and NASA research programs, and earning national and international recognition in the process.

—BY JEANNETTE OWENS

Snow Removal Crews Help Keep Business Going at Glenn

Drive into NASA Glenn during the winter, and you might forget you are in Northern Ohio. Thanks to the hard work of NASA Glenn's snow removal crews, driving through dangerous snow and ice is rarely an issue.

Operation and Maintenance Superintendent at Lewis Field Don Musick, Call Henry/Facilities Division, has worked at NASA Glenn for more than 25 years and has learned how to efficiently and effectively clear snow before the center even opens.

"We try to get ahead of the snow," Musick said. "It's a team effort."

According to Musick, if there is 8 inches of snow, the crew will come in around midnight. If there is 4 inches of snow,

they will arrive at about 2 a.m.

"They are a dedicated crew," said COTR for the FORM contract Phil Kall, Facilities Division. "When they go home they may get a call two hours later to come back."

The Lewis Field crew uses an average of 1,600 tons of salt every year along with four highway snowplows, three smaller snowplows, two sidewalk plows and one multipurpose vehicle. The Facilities and Test Directorate recently provided funds to update the equipment, making it quicker and safer for the staff to use.

Continued on page 8



Crews use snowblowers, shovels and sidewalk plows to tackle snow on walkways.

Off the Clock

Perry Uses Rap Music to Inspire Youth

Although Tommie Perry, who works as a security officer for Knight's Protective Services, Inc. (KPSI) at NASA Glenn, sang in the church choir while growing up in Corpus Christi, Texas, he became infatuated with the poetic and rhythmic beat of Rap/Hip Hop as a teenager. Later, when he began working in youth development

and then in security at a youth detention center, he became concerned over the negative effect of the vulgarity in much of today's Rap that commonly rang out across the younger population.

"I observed that most of those kids are victims of broken/troubled homes who, absent good role models and options, try to imitate the corrupt thug lifestyle that most "Gansta" Rap songs and videos portray," Perry said.

After the birth of his first child with his wife Melissa, a KPSI employee in Badge Control, Perry decided that he wanted to offer an alternative to the Rap that peddles negativity in the world.

With the support of his family and friends, Perry launched his own production company, Power 2 Praise Entertainment. He simultaneously released his first Rap CD titled, "Focused on God," which is avail-

able at the Elyria Waymakers Christian bookstore.

"Power 2 Praise Entertainment presents to families and youth organizations the Good News...that God is...through comedy, plays and praise," Perry explained. "Anyone interested in learning more, should visit www.mr.tlperry@yahoo.com."

The CD took about 8 months from inspiration through production. The sound is patterned after two of Perry's favorite Rap/Praise artists Kirk Franklin and Jason Champion.

"I'm grateful to my family role models and the solid foundation they gave me as a child," Perry said. "It helped me maintain a healthy respect for authority and faith in God, despite the negativity that has become so prevalent in Rap music. I didn't let the music transform me; rather, I chose to use it as a positive medium for inspiring hope in a younger generation."

—BY S. JENISE VERIS



Perry at his post at the south gate.

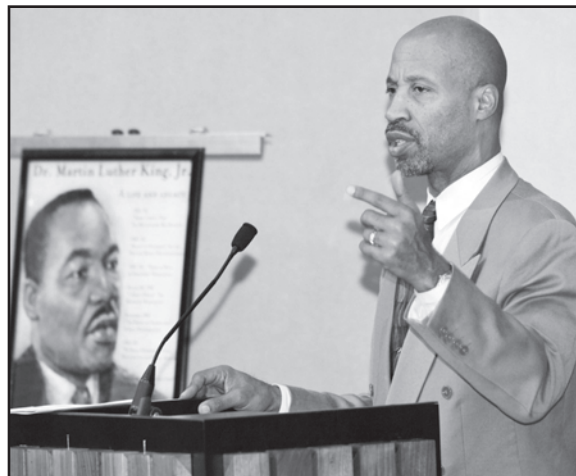
Photo by S. Jenise Veris

News and Events

MLK Equality Recognition

Dr. Martin Luther King (MLK) Jr.'s legacy of service and example of leadership for the betterment of all was acknowledged close to home on Jan. 22. Robert Romero, chief of the Office of Equal Opportunity Programs (OEOP) and Center Director Dr. Woodrow Whitlow Jr. presented plaques of appreciation to representatives for each of the seven Advisory Groups during Glenn's 9th Annual MLK Equality Recognition Ceremony. The presentation highlighted their service to center employees through innovation and support in presenting the OEOP's awareness programming.

A video by Carmen Marrero, OEOP, and keynote address by Cuyahoga County Commissioner Peter Lawson Jones, pictured, right, commemorated King's struggles and strength. Jones recalled some of the risks King took to realize his dream of equality and recited from his [King's] papers the relativity in forging new frontiers to realize dreams on behalf of mankind.



C-2009-237

Photo by Marvin Smith

Other program highlights included a special presentation by Renee Batts, Glenn's Diversity Management officer, to Jessica Roberts, Office of Protective Services, and Center Deputy Director Ray Lugo for founding and supporting, respectively, Glenn's new Developing Professional Club; and gospel selections performed by Danny McElroy and Company. OEOP and the Diversity Management Office cosponsored the event.

Co-Op Students Take Federal Oath

As federal civil servants, NASA Glenn employees take an Oath of Office by which they swear to support and defend the Constitution of the United States of America. Four new co-op students entered duty and took that oath on Tuesday, Jan. 20, the same day as our 44th President, Barack Obama. The Office of Human Capital Management wanted to commemorate the presidential inauguration by having Associate Director Bill Wessel administer the Oath of Office to the new employees. Pictured, left to right, are Wessel; Associate Director of Planning and Evaluation Howard Ross; and students Karin Bodnar, Power Systems Development Branch; Ashley Murry, Accounting and Reports Branch; Peter Psaras, Turbomachinery and Heat Transfer Branch; and Christine Paulsen, Human Capital Development Branch.



C-2009-197

Photo by Michelle Murphy



Photo by George Bilokonsky

FIRST Kicks Off "Lunacy"

On Jan. 3, NASA mentors across the country helped launch the 2009 FIRST (For Inspiration and Recognition of Science and Technology) Robotics Competition season. Inspired by NASA's 40th anniversary of the Apollo 11 mission, this year's game, entitled Lunacy, challenges students and mentors to determine the best strategy for navigating a simulated moon surface while scoring points with game pieces designated as moon rocks, empty cells or super cells. Twenty-five teams attended the kickoff at the Cuyahoga Community College Unified Technology Center. Glenn is one of 12 sponsors for the 2009 Buckeye Regional scheduled for Feb. 26-28 at the Cleveland State University Wolstein Center. The FIRST Championship is scheduled for April 16-18 at the Georgia Dome in Atlanta. Pictured is Eric Miller, Data Systems Branch, left, working with a Youth Technology Academy student on a robot base that contains the new control system. To learn more, visit <http://education.grc.nasa.gov/first/regional/index.htm>.

Calendar

RETIRED WOMEN'S LUNCHEON: The February NASA Retired Women's Luncheon will be Thursday, Feb. 19 at noon at Mapleside Farm Restaurant, 924 Pearl Road, Brunswick. Please contact Gerry Ziemba, 330-273-4850, if you plan to attend. Luncheons are held the third Thursday of February, May, August and November.

FEBRUARY THIRD SATURDAY EVENT: Space and aeronautics have long been a source of inspiration for movies and television programs. On Saturday, Feb. 21, the Visitor Center is hosting "NASA at the Movies." Visitors will discover how NASA has participated in the making of some Hollywood productions and gain a NASA perspective on the portrayal of technology in movies. Presentations begin at 10:30 a.m., noon, and 1:30 p.m. Contact the Visitor Center at 216-433-9653 or log on to <http://www.nasa.gov/centers/glenn/events/vcevents/html>.

AFGE MEETING: AFGE Local 2182 will hold its next monthly membership meeting on Wednesday, March 4 at 5 p.m. at Denny's Restaurant, 25912 Lorain Road, North Olmsted.

LESA/IFPTE MEETING: Local 28 will hold its next monthly membership meeting on Wednesday, March 11 at noon in the Employee Center.

NASA COLLEGE SCHOLARSHIP FUND APPLICATIONS: Up to five scholarships will be awarded in the amount of \$2,000 each in this year's NASA College Scholarship Fund program (2009-2010 school year). This renewable scholarship is for a maximum of \$8,000 over 6 calendar years. Applicants must be pursuing a course of study in the science or engineering field that will lead to a recognized undergraduate degree at an accredited college or university in the United States. Applications MUST be received at NASA Johnson no later than March 20, 2009. For additional information and the application, visit <http://nasapeople.nasa.gov/nasascholarship/index.htm>. POC: Lynne Sammon, 216-433-3952.

INTERN HOUSING NEEDED: Many of the LERCIP/OAI interns will be looking for temporary affordable summer housing. Interns begin arriving at Glenn in May and June for internships lasting from 10 to 14 weeks. If you are interested in providing housing and would

like more information, please contact, Ila Pearl, OAI, 440-962-3034 or email IlaPearl@oai.org.

NASA SHOWCASE AT 2009 NAVY OPPORTUNITY FORUM: This year's Navy Opportunity Forum on June 8-10 in Crystal City, Va., features a NASA Showcase highlighting 25 aeronautics and space communication Small Business Innovation Research (SBIR)-funded technologies developed by small businesses. NASA Glenn has entered into an agreement with the Navy to assist SBIR Phase 2 companies with identifying Phase 3 opportunities. The effort will demonstrate accelerated utilization of technologies funded by Glenn in the aeronautics and space communications areas. For more information, visit <http://www.navyopportunityforum.com/nasashowcase.php>.

People

Sandy Lavelle is the new Employee Assistance Counselor with the EASE@Work Employee Assistance Program at NASA Glenn. A licensed independent social worker,



Lavelle

Lavelle has a clinical background in both mental health and chemical dependency and has worked in healthcare, private practice and employee assistance. Her onsite office hours are Mondays and Wednesdays from 8:30 a.m. to 4:30 p.m. and Thursdays from 10 a.m. to 2 p.m. Her offsite (Middleburg Heights) hours are Tuesday and Thursday evenings. She can be reached at NASA at 216-433-2989 or after hours through the EASE@Work Crisis Hotline at 216-241-3273. She is available for presentations, consultations and counseling services.

Retirements

John Abbott, Inlet and Nozzle Branch, Aeropropulsion Division, retired on Jan. 30, 2009, with 39 years of NASA service.

Daniel Gauntner, chief, Mechanical & Fluid Systems Division, retired on Jan. 2, 2009, with 40 years of NASA service.

Dennis Pehotsky, Exploration Systems Branch, Procurement Division, retired on Feb. 2, 2009, with 28 years of NASA service.

Barbara Perkowski, External Programs Directorate, retired on Jan. 31, 2009, with 34 ½ years of federal service.

Blanche Preusser, Financial Management Division, retired on Feb. 3, 2009, with 33 years of federal service.

Roy Tew, Thermal Energy Conversion Branch, Power and Electric Propulsion Division, retired on Jan. 1, 2009, with 46 years of NASA service.



Gauntner



Pehotsky



Preusser

Clarifications

Jan. 2009 Issue

(Page 1) The Web site for OTIS 4, "Software of the Year" should have read: <http://otis.grc.nasa.gov/>

(Page 8) CFC article: Jeremiah McNatt was mistaken for Steve Pavloski in the photo. Tracy Cantley, Barbara Fairall and Ralph Fekete helped Tonya Merriweather prepare and sell home-made lunches.

In Memory

Zevchek was personal, professional asset

Dean Zevchek, 46, an Analex Corporation employee supporting NASA Glenn as a network analyst, died Jan. 8, after a lengthy illness. Zevchek provided hardware and software support for more than 200 users as a member of the Exploration Division's Computer and Network Support Group.



Zevchek

Zevchek, who was a Cleveland native, graduated from Padua Franciscan High School and Cleveland State University before joining the Glenn workforce as a support service contractor 22 years ago. He began working as a microcomputer analyst for the Technical Management Information System (TMIS) Help Desk, where he provided hardware, software and network support for the International Space Station Program.

Recalled by his coworkers as a hard worker with a friendly face, Zevchek received numerous service awards for outstanding customer support throughout his career at the center.

"I've known Dean for the past 15 years—as a friend, a coworker and supervisor. He was kindhearted, enjoyable to work with and very much a servant," said Brian Smith, Analex supervisor. "Dean always offered to help wherever and whenever he was needed. He will be greatly missed."

J. Howard Childs, 87, who retired in 1974 with 30 years of NASA service, died Dec. 14, 2008. Childs began his NACA/NASA career working in jet and electromagnetic propulsion. He was a member of the special committee appointed by Abe Silverstein and the Lewis



Childs

Research Planning Council to propose a plan for expansion of NACA flight research expertise into the area of space flight technology. His distinguished career of leadership also included service as chief of the Spacecraft Technology Division (1963), chief of the Operations and Planning Office (1966) and chief of the Air Breathing Engine Division (1968). At his retirement, Childs was serving as Director of the Space Flight Programs Directorate.

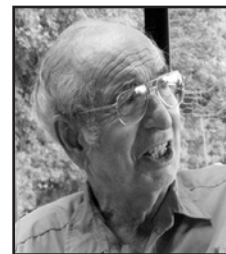


Glaser

Fredrick W. Glaser, 84, who retired in 1984 with 42 years of service, died Dec. 21, 2008. Glaser joined the NASA workforce after serving in the Army during WWII. Glaser began working in the machine shop, while he pursued a degree in mechanical engineering from Fenn College. He became a research engineer supporting several different

organizations and projects. During his tenure, Glaser received numerous service awards and also earned his pilot's license. Following retirement, Glaser became a valuable member of the Visitor Center volunteer program, where he served for over 16 years. He enjoyed donating his time and talents as an Exhibits Volunteer.

Seymour "Sy" Lieblein, 85, who retired in 1974 with 30 years of NASA service, died Jan. 5, 2009. Lieblein was a member of a pioneering group in the Lewis Compressor Division responsible for developing an eight-stage axial-flow transonic aircraft compressor. Lieblein received the NACA Exceptional Service Medal (1957) for his contribution to the effort, developing the diffusion factor, D, which became universally accepted as a measure of blade loading. Lieblein also won the 1967 Goddard Astronautics Award, the highest honor the American Institute for Aeronautics and Astronautics bestows for notable achievement in the field of astronautics. The award commemorates Robert H. Goddard, "a rocket pioneer whose early liquid rocket engine launches opened up the world of astronautics." Lieblein also published over 70 technical publications, before retiring as chief of the V/STOL (vertical/short take off and landing) Branch.



Ricciardi

Nicholas M. Ricciardi, 79, who retired from NASA in 1982 with 33 years of NASA service, died Oct. 17, 2008. Ricciardi began his NASA career

as a trades apprentice and rose through the ranks working in the Technical Services Division and Test Installation Division. He served as building manager for the Engineering and Research Building, and became chief of the Engine and Space Power Service Branch in 1979. Ricciardi was an affable and active employee who will be remembered for his service on the center's NicNACA and LeSAC committees, which focused on improving employee morale, and his extensive outreach in the community.

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Managing Editor.....Kelly R. DiFrancesco

DEADLINES: News items and brief announcements for publication in the March issue is noon, February 20. Larger articles require at least 1 month notice. Submit contributions to the editor via e-mail, doreen.b.zudell@nasa.gov, fax 216-433-8143, phone 216-433-5317 or 216-433-2888, or MS 3-11. Ideas for news stories are welcome but will be published as space allows.



Snow Removal Crews Make Roads Clear and Safe

Continued from page 4

Plum Brook Station handles Sandusky's severe winter weather conditions with early staff hours and removal equipment as well. Tom Keating, Facilities and Maintenance Manager of Plum Brook Operations Support Group, said his team usually comes in around 4 a.m., unless there is more than 6 inches of snow, in which they come in an hour earlier.

"We use three snowplows to clear off about 50 miles of road and six primary parking lots," Keating said. "We average about 140 tons of salt a year. Since our buildings are far apart from one another at Plum Brook, clearing roadways can be particularly challenging due to drifting snow."

Both Glenn campuses use National Oceanic and Atmospheric Administration radars, weather radios and text message updates to determine the severity of the weather and the capacity of workers needed to clear the snow.

"We look at the weather and anticipate whether it will be an issue," Kall said. "We use all the resources that are out there."

Musick urges all employees to help with the snow removal efforts, which are all aimed at ensuring safety.

"Help out when you can by wearing proper foot attire and allowing additional travel time," he said. "There's a bucket of ice located by each building entrance, so when you see icy conditions, feel free to throw some salt by the entrance or passageways. You're looking out for your fellow employees."



PBS and Lewis Field crews work hard to ensure the roads are safe and accessible for employees. Pictured are some of the members of the Lewis Field snow removal crew, left to right, Robert Jere, Eric Moore, David Fischer, Shawn Payne, Michael Sliva and Jonathan Knapp.

Winter weather in Northern Ohio can be quite challenging and unpredictable but when winter hits, NASA Glenn employees will receive plenty of help from the dedicated crews who will go to any length to make Glenn's campuses safe.

"It's a huge challenge," Musick said. "But I like to make people think it didn't even snow here."

—BY EMILY KENNARD
LERCIP INTERN

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